

Penn State Public Broadcasting

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2012 – March 31, 2013

Revised: March 6, 2015

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WPSU-TV, Clearfield, PA; WPSU-FM, State College, PA; and WPSX-FM, Kane, PA and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2012 to and including March 31, 2013 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2, and 3, which follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

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APPENDIX 1

Covering the Period from April 1, 2012 to March 31, 2013

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Producer/Director (37361)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-37361	4	1
	PSPB Website	C-37361		

2. Associate Producer/Director (37366)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-37366	3	2
	PSPB Website	C-37366		

3. Videographer/Editor (37362)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-37362	4	1
	PSPB Website	C-37362		

4. Multimedia Specialist (37763)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-37763	4	1

5. Project Development & Implementation Manager (38020)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38020	9	1
	PSPB Website	C-38020		
	Indeed	C1-38020		

6. Producer/Director Creative Services (38112)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38112	4	1

7. Videographer/Editor Creative services (38186)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38186	6	1

8. Compliance Specialist (38861)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38861	0	0
	PSPB Website	C-38861		
	CPB	D-38861		
	PBS Connect	E-38861		
	NETA	L-38861		

9. Data Analyst (38860)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38860	0	0
	PSPB Website	C-38860		
	CPB	D-38860		
	PBS Connect	E-38860		
	NETA	L-38860		

Total Number of Persons Interviewed During Applicable Period: 34

Total Number of Persons Hired During Applicable Period: 8

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APPENDIX 2

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (If Any)	Full-time Position for Which This Source Was Utilized (Hired)
A	PSU	34	8
B	PSU Tech Service Internal		
C	WPSU Website		
D	Corporation for Public Broadcasting (CPB)		
E	PBS Connect		
F	Current Newspaper		
G	Centre Daily Times		
H	NAB		
I	American Women in Radio & TV		
J	International Film Workshops		
K	Society of Broadcast Engineers		
L	NETA Online		
M	Chronicles of Higher Education		
N	Mandy.com		
O	Greater Philadelphia Film Office		
P	Craigslist		
Q	Entertainment Careers		
R	Mediabistro		
S	TV Production (Don Neumuller)		
T	Production Hub		
U	TV Jobs		
V	The Morning Call		
W	The Patriot News		
X	Case.Org		
Y	Ryan Watterson		
Z	Altoona Mirror		
AA	The Pennsylvania Association of Broadcasters (PAB)		

BB	Inside HigherEd		
CC	CUPRAP-The College & University Public Relations Assoc of PA		
DD	University Web Developers Listserve		
EE	Krop Creative and Tech Jobs		
FF	Fresh Web Jobs		
GG	Design Related		
HH	PSU Alumni		
II	Pittsburgh Film Office		
JJ	TV Gigs Online		
KK	Monster.Com		
LL	LinkedIn		
MM	Career Builders		
NN	Variety		
OO	Entertainment Careers.Net		
PP	The Pittsburgh Post Gazette		
QQ	PRSA (Public Relations Society of America)		
RR	PubRadio Listserve		
SS	National Association of Black Journalists		
TT	National Association of Hispanic Journalists		
UU	Society of Professional Journalists		
VV	NPR Website		
WW	Recruit Military		
XX	Military Times		
YY	PRNDI Listserve "Newslink"		
ZZ	JournalismJobs.com		
A1	TV Spy		
B1	Job Bank		
C1	Indeed		
D1	Simply Hired		

WPSU-TV and WPSU-FM (Penn State Public Broadcasting)

Recruitment Sources (Additional Information):

- A The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, Pa 16802
Attention: Gwen Marchek (814)-865-3558
Source: Internal University Applications
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- B The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, Pa 16802
Attention: Gwen Marchek (814)-865-3558
Source: Internal University Applications
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- C Penn State Public Broadcasting Website
120 Outreach Building, University Park, PA 16802
Attention: Annie Donsecz (814)-865-3333
([wpsu.org](http://www.wpsu.org))
- D Corporation for Public Broadcasting (CPB)
401 Ninth Street, NW, Washington, DC 20004
(202)-879-9600
(jobline@cpb.org)
- E Public Broadcasting Service (PBS)
PBS Connect
1320 Braddock Place, Alexandria, VA 22314
(703)-739-5132
(www.pbs.org)
- F Current Newspaper
6930 Carroll Avenue, Suite 350, Takoma, MD 20912
(301)-270-7240
- G Centre Daily Times
Classifieds
P.O. Box 89, State College, Pa 16804
(814)-234-7355
(www.centredaily.com)
- H National Association of Broadcasters (NAB)
1771 N. Street NW, Washington, DC 20036
(202)-429-5497
(www.nab.org/bcc/program/members/checclogin.asp)
- I American Women in Radio and Television
8405 Greensboro Drive, Suite 800, McLean, VA 22102
(703)-560-3290
- J International Film Workshops
(www.filmworkshops.com)
- K Society of Broadcast Engineers
SBE National Office of Indianapolis
(317)-846-9000
Scott Jones (kjones@sbe.org)
(www.sbe.org/jobline.html)
- L NETA Online
PO Box 50008, Columbia, SC 29250
(803)-799-5517
Maryanne (Maryanne@netaonline.org)
(<http://www.netaonline.org>)
- M Chronicle of Higher Education
823 Innovation Blvd, Suite 300, State College, PA 16803
(814)-863-3080
sales@higheredjobs.com
(www.higheredjobs.com)
- N Mandy.com
(www.mandy.com)

- O Greater Philadelphia Film Office
100 South Broad Street, Philadelphia, PA 19110
(215)-686-2668
www.film.org
- P Craigslist
www.craigslist.org
- Q Entertainment Careers
www.entertainmentcareers.com
Brad Hall, Founder
(310) 442-0200
- R Mediabistro
494 Broadway, 4th Floor, New York, NY 10012
(212)929-2588
<http://www.mediabistro.com>
- S TV Production
Don Neumuller
Jdn1@nyu.edu
- T www.ProductionHub.com
801 W. Fairbanks Avenue, Winter Park, FL 32789
Lauren Memberg
(800)-629-4122
- U TVJob.com
Broadcast Employment Services
P.O. Box 4116, Oceanside, CA 92052
Mark Holloway
(760)-754-8177
www.tvjobs.com
- V The Morning Call
Allentown Call Chronicle
P.O. Box 1260
101 North 6th Street
Allentown, PA 18105
(610)-820-6565
www.Mcall.com
- W The Patriot News
812 Market Street
Harrisburg, PA 17101
(717)-255-8100 or (800)-692-7207
www.patriot-new.com
- X Case
1307 New York Avenue, Suite 1000
Washington, DC 2005-4701
(202)-328-2273
<http://www.case.org>
- Y Ryan Watterson
35 Hawthorne Ct.
Statesboro, GA 30458
rwatterson@georgiasouthern.edu
- Z The Altoona Mirror
301 Cayuga Avenue
Altoona, PA 16602
(814)-946-7411
<http://jobs.altoonamirror.com>
- AA The Pennsylvania Association of Broadcasters
http://www.pab.org/job_board.html
- BB Inside HigherEd
<http://Insidehighered.com/>
- CC CUPRAP-The College & University Public Relations Assoc of PA
Calder Square
PO Box 10034
State College, PA 16805
Fax (814)-863-3428

<http://www.cuprap.org/default.aspx?pageid=15>

- DD University Web Developers Listserve
- EE Kopp Creative and Tech Jobs
(310)-209-8969 or 1(888)-576-7562
<http://www.krop.com/>
- FF Fresh Web Jobs
<http://www.freshwebjobs.com>
- GG Design Related
Matt Sung
<http://designrelated.com/jobs>
<http://www.redesignrelated.com/>
<http://www.designrelatedstudio.com/>
- HH PSU Alumni
<http://www.alumni.psu.edu>
- II Pittsburgh Film Office
The Century Building
130 7th Street, Suite 1000
Pittsburgh, PA 15222
Jessica Conner
Jconner@pghfilm.org
(412)-261-2744
Fax: (412)-471-7317
www.pghfilm.org/index.jsp
- JJ TV Gigs Online
www.maslowmedia.com/listserve/signup.asp
- KK Monster.Com
www.monster.com
- LL LinkedIn
www.linkedin.com
- MM Career Builders
www.careerbuilding.com
- NN Variety
www.variety.com
- OO Entertainment Careers.Net
www.entertainmentcareers.net
- PP The Pittsburgh Post Gazette
Pittsburgh, PA
- QQ Public Relations Society of America (PRSA)
http://jobs.prsa.org/home/2170_rec.cfm
<http://www.prsa-pgh.org/jobs.php>
http://www.prsa.philly.org/pro_job_bank.html
<http://cpaprsa.tripod.com/>
- RR PubRadio Listserve
- SS National Association of Black Journalists
<http://careerservices.nabj.org/employers/>
- TT National Association of Hispanic Journalists
<http://hahj.org/jobbank/jobbank.shtml>
- UU Society of Professional Journalists
<http://www.spj.org:80/jobpost.asp>
- VV NPR Website
- WW Recruit Military
<http://www.recruitmilitary.com/>
- XX Military Times
<http://militarytimes.com/>
- YY PRNDI Listserve "Newslink"

www.pndi.org

- ZZ JournalismJobs.com
<http://www.journalismjobs.com/index.cfm>
- A1 TV Spy
<http://www.tvspy.com/admin.cfm?type=3>
- B1 Job Bank
<http://jobbank.emmyonline.org/Chlisting.asp>
- C1 Indeed
www.indeed.com
- D1 Simply Hired
<http://www.simplyhired.com>

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APPENDIX 3

Covering the Period: April 1, 2012 to March 31, 2013

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by PSPB:

1. Penn State Public Broadcasting Internship Program – This yearly program, for local college and university students is offered by Penn State Public Broadcasting and is open to a diverse population. The goal is to provide a college student with an opportunity to learn and develop practical skills throughout their college education in the potential field of study.
2. Penn State Public Broadcasting and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of Penn State Public Broadcasting and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and Penn State Public Broadcasting consider diversity training a serious issue and make it a high priority.